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The Fine Art of Achievement

Pride in Performance

October 10, 1991

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October 10, 1991

Dear Fellow Public Servants,

It is with great pleasure that I celebrate your awards for outstanding service to the Commonwealth.

During a difficult period your commitment to high standards and excellence while providing service to the citizens of the Commonwealth serves as a model to all.

As we move ahead into the 1990s, state employees will continue to be one of the Commonwealth's most valuable assets. More than ever, your creativity and resourcefulness will be key to our success.

It is important for us to gather here tonight to recognize all of your accomplishments and to encourage your continuing dedication. I hope that you will continue to feel the satisfaction and pride that comes from knowing that you are making a positive and often critical contribution to the lives of so many of your fellow citizens.

Sincerely,

Bill Weld

William F. Weld
Governor
Commonwealth of Massachusetts

The 1991 Pride in Performance Awards Ceremony

October 10, 1991

Annual Awards Dinner Program

Opening Remarks
Robert M. Hutchinson, Jr.
Assistant Secretary and Chief Administrative Officer
Executive Office for Administration and Finance

Greetings
Honorable Charles Flaherty
Speaker of the House of Representatives

Honorable William M. Bulger
President of the Senate

Lieutenant Governor A. Paul Cellucci

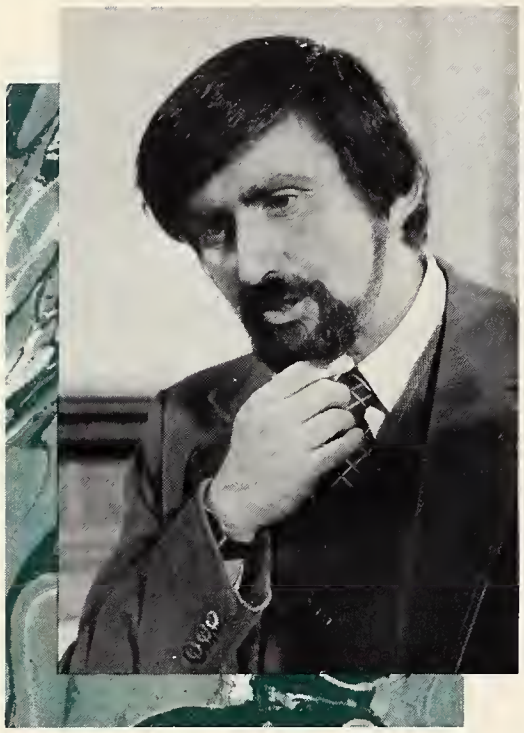
Keynote Address
Governor William F. Weld

Awards Ceremony

Commonwealth of Massachusetts
Citation for Outstanding Performance

Manuel Carballo
Governor's Award for Excellence in Public Service

The 1992 Pride in Performance Calendar will be distributed immediately following the awards ceremony at the exits of the banquet room.



Manuel Carballo

Secretary, Executive Office of Human Services

1983-1984

Manuel Carballo was appointed Secretary of the Executive Office of Human Services in January 1983. In this position, he oversaw the administration of 14 state agencies that served the disabled, children, the elderly, families under stress, and the poor. It is the Commonwealth's largest secretariat.

" Our fellow citizens have charged us with caring for the people we serve and to pursue excellence in that care.

We are often the last expression of community, the last link to the commonwealth of care that Massachusetts citizens provide.

You are doing much more than just a job ... and I am happy to join you in it."

Manuel Carballo

The Manuel Carballo Governor's Award for Excellence in Public Service 1991

This award is the state's highest honor for Executive Department employees. Each year 10 people are chosen to receive the award, which was created to recognize state employees who personify excellence in public service.

The recipients are chosen for demonstrating exemplary leadership, exhibiting creativity and innovation, and attaining significant improvements in productivity and savings in their agency's operations.

Each state agency may nominate one person or a group of employees for this award. A special Selection Committee reviews the nominations and makes recommendations to the Governor. The Committee is composed of the Speaker of the House of Representatives, the President of the Senate, and various gubernatorial appointees from business, labor, community groups, academia, and the media.

Each Carballo Award winner receives a $1,000 cash award, a personalized plaque, and an award Citation signed and presented by the Governor at the Massachusetts Performance Recognition Awards Dinner.

"Working directly with blind adults in their homes, teaching daily living skills which enable them to retain or resume their particular lifestyles as independently as their abilities permit, is among the most rewarding aspects of my experience working at the Massachusetts Commission for the Blind."

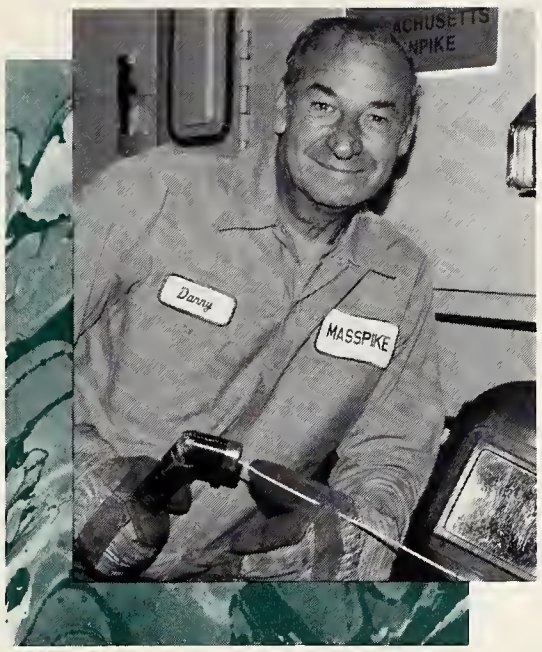
Faye Berube

Counselor for the Blind IV
Massachusetts Commission for the Blind

Faye Berube is the epitome of a truly professional career state employee. Currently the supervisor of the Rehabilitation Teaching Program for the Massachusetts Commission for the Blind in New Bedford, she has worked for the Commission as a rehabilitation supervisor and teacher for more than three decades. With the passage of time, her interest in the agency's work and commitment to its clients have only intensified.

Faye serves not only as teacher and counselor to blind persons learning to live independent lives, but as a role model as well. Faye lost her sight at the age of 10. As a working mother who raised two children, who excels as a gifted teacher and a generous and caring supervisor, and who has earned the praise and appreciation of her clients and her co-workers, Faye is an inspiration to the blind and sighted alike.

Faye Berube is described by her colleagues as always eager to learn and grow, avidly exploring new ideas and technologies and imparting her knowledge to co-workers. Faye's devotion to the clients of the Massachusetts Commission for the Blind, and her willingness to "go the extra mile" on their behalf make her the ideal public servant, especially in these difficult times when we need to provide more services with fewer resources. For those who know Faye, her character, skill, diplomacy, and sense of humor make their own difficult tasks more attainable. For those of us who do not know Faye Berube personally, her exemplary dedication to public service represents a standard we can all strive to equal.



"I've worked on the Turnpike for over 20 years.
Every department works together as a team.
That is what it's all about--teamwork."

Dante A. Cecchi

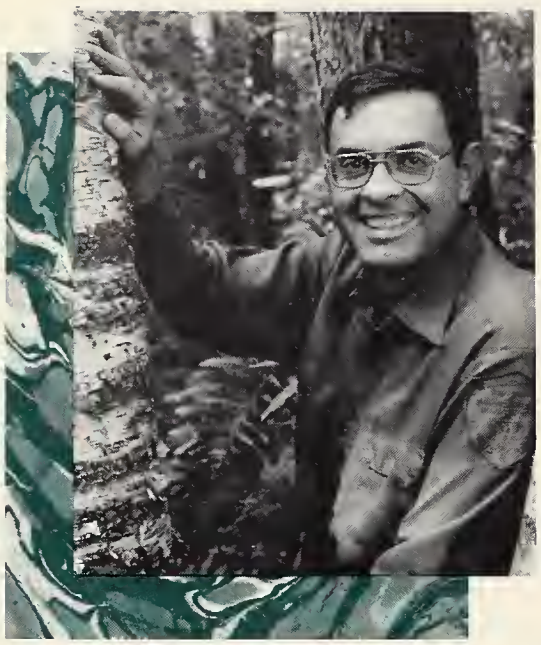
First Class Mechanic
Massachusetts Turnpike Authority

During the past 20 years, Dante Cecchi has been a devoted employee who takes tremendous pride in his work no matter what the task. He possesses exceptional mechanical skills and throughout his career has continued to demonstrate his expertise and creativity to improve the operational efficiency and safety of the Turnpike Authority. Dante has exhibited those skills in repairing, improving, and updating old equipment, and developing new equipment to be utilized along the entire Turnpike.

There are a number of successful projects that Dante has been responsible for, but the most recent innovation truly represents the meaning of the Manuel Carballo Award. This particular project involved the design and development of a new set-up truck. In this regard, Dante used his varied mechanical and technical skills to design a special vehicle that provides workers a safe and efficient method of placing construction cones and signs on the road.

All wiring, welding, construction, and woodworking on the new set-up truck was completed by Dante, with the assistance of the Auburn maintenance workers, thus presenting little or no cost outlay to the Authority. The use of this truck has improved the efficiency of Turnpike operations and has provided both a safer work environment for employees and a cost-savings initiative to the taxpayers.

Dante Cecchi is a steady, diligent worker who projects a positive attitude and an unassuming manner. His sincerity, honesty, and willingness to share his expertise has gained him the admiration and respect of his co-workers and supervisors. He has provided his best skills and labor to help maintain the effective operation of the Turnpike Authority, and as such, he is a credit to the Commonwealth's transportation network. The special contributions of Dante Cecchi indeed capture the essence of the Manuel Carballo Governor's Award for Excellence in Public Service.



William J. Cote

Forestry Assistant
Department of Environmental Management

"It has been very rewarding sharing my understanding of computers with my co-workers. My hope is that all employees will share their knowledge of things learned through formal and on-the-job training, to better serve the public."

William Cote began his career with the Department of Natural Resources (now the Department of Environmental Management) as a Conservation Helper at the Goshen Fire Tower in 1973. Today Bill is a Forestry Assistant - as well as the agency's resident computer expert.

Throughout his career, Bill Cote has unceasingly worked to enhance his knowledge of forestry, and his professional and technical growth has had a substantial impact on his agency. As Forestry Assistant in the Western Connecticut Valley Management Division, Bill has developed expertise in the vast majority of field operations in his district. He has established a great rapport with the loggers he supervises on timber and fuelwood harvests and has earned their respect and admiration. One of Bill's many functions is to keep the district's vehicles and equipment in top working condition. Under Bill's supervision, there has been virtually no time lost due to equipment failure or breakage.

For most employees these accomplishments alone would be a full-time job, but not for Bill Cote. Bill has also brought his division into the computer age. Just about everyone in the Department is familiar with Bill's work. His name is synonymous with anything that is computer related. He is always willing to make the trip from the forests of western Massachusetts to Boston to set up hardware, install software, develop new programs and applications, and maintain and repair equipment--at the same time teaching computer skills to his co-workers, and answering the questions that inevitably accompany introduction of any new computer system. Much of this is accomplished on his own time, over weekends, and on "vacation."

It has been estimated that in one year alone, Bill's efforts have saved the Commonwealth more than $15,000. The benefits of his contribution of time, expertise, and enthusiasm, however, cannot be reduced to dollars and cents. Bill is a doer, an exceptionally dedicated public servant, and an outstanding recipient of the 1991 Carballo Award.

James W. Dunphy

Youth Services Program Specialist
Department of Youth Services

"I do not believe that any youth is born bad. With the problem of drugs and the breakdown of family life, many youths lose hope. I would like to see all of us in state service share some responsibility towards providing hope to our youth and accept our responsibility to help others because it is the right thing to do."

There are those who can make a difference.

One such person is Jim Dunphy. A caseworker with the Department of Youth Services since 1984, Jim works with the neediest and most violent youth in the Department's care. Many of his clients, in their short lives, have experienced a long list of ills including broken and chaotic home lives, abuse, poverty, and failure in school. Jim Dunphy brings tremendous patience, perseverance, and problem-solving skills to the job in helping his clients turn their lives around.

In one instance, over a period of several months he refocused an angry and upset grandparent into a supportive and involved parental figure. Jim worked tirelessly with the client and the grandmother--both during work hours and on his own time--to effect a positive change. Jim's dedication and concern for the lives of his clients goes beyond the office walls. When his client's grandmother was diagnosed with cancer, Jim kept in contact with her throughout her illness, bringing her flowers, and making sure her grandson was available to her. Jim continued his counseling with the client and supported him during the difficult time of his grandmother's death.

Two of Jim's other clients recently obtained their high school diplomas as a direct result of extensive assistance from Jim. Jim has continued to work with both of them evenings and weekends and has been instrumental in encouraging them to complete the college application process.

Jim is a terrific role model for all his colleagues and clients, providing both an example and a sincere shoulder of support for them. He is what we all hope for in a caseworker, the sort of man we would all like to have in our corner, should we ever need assistance.

"I enjoy working for the Bureau and always try to do my very best. I am honored to receive this award."

Gabriel Goncalves

Skilled Laborer
Bureau of State Office Buildings

Because of its historical significance, the scope and diversity of its visitors, and the needs of its occupants 24 hours a day, the State House poses unique challenges for the Bureau of State Office Buildings in the area of facility management. Although it may not be glamorous work, building maintenance is essential to the health, safety, and comfort of occupants and visitors. Gabriel Goncalves, who has been employed at the State House as a maintenance worker since 1985, not only excels in performing his duties but brings an exceptional blend of tact, humor, and dedication to his job.

Working on the evening shift, Mr. Goncalves confronts a wide range of tasks, problems, and requests without the support systems available during the day. From basic building maintenance through helping to prepare for important State House functions and responding to the emergency needs of late-working officials and staff, Gabriel is always on call and is unfailingly responsive and helpful. He routinely checks back with a tenant the night after a problem has occurred to be certain it has been totally resolved.

Gabriel usually works behind the scenes. He is a conscientious, hard-working employee whose efforts enable his fellow public employees to better and perhaps more visibly serve the Commonwealth and its citizens. His selection for the Carballo Award focuses on him the recognition and appreciation that his outstanding efforts have earned.

Massachusetts Film Office

Executive Office of Economic Affairs

"Promoting Massachusetts talent, locations, and resources to the film and TV industry is challenging and satisfying work. We feel very fortunate that the fruits of our labor are reflected in many thousands of jobs and increased revenue for the Commonwealth."

This past August hundreds of fascinated residents and tourists observed the Hollywood movie "Housesitters" being shot in the vicinity of the State House. For the onlookers, Steve Martin and Goldie Hawn were the main attractions. For the Commonwealth, the movie represented not just glamour and fantasy, but real revenue and real jobs.

The mission of the Massachusetts Film Office is to attract motion picture and television production to the Commonwealth and to support the local production community. By providing an exemplary level of service, the Massachusetts Film Office has achieved astonishing results. Massachusetts ranks fourth in the nation in revenue from film and television production. With the established entertainment industries in California and New York naturally placing those states in the top slots, the Commonwealth's ranking is all the more impressive. Attracting $200 million in spending, with an economic impact on Massachusetts of $300 million, is by any definition a major accomplishment, but even more so when you consider that it is done through the efforts of five employees working with a budget of $300,000 !

The extraordinary team efforts of the Massachusetts Film Office staff have also resulted in the filming of the Fox TV series "Against the Law," the soon-to-be-shot movie "School Ties," and an American Playhouse project recently completed in Berkshire County. While the crowds that gather to watch the shoots may be the most visible measure of the Massachusetts Film Office's labors, far greater significance lies in the economic benefits that continue to flow from the film industry's discovery of Massachusetts.

Medicaid Federal Revenue Maximization Team

Department of Public Welfare

"Bringing this project to a successful completion was one of the most satisfying experiences of our careers. This was a rare opportunity to see intelligence, persistence, and creativity bring tangible and dramatic results."

Kathleen Betts, Director of the Acute Hospital Unit in the Medicaid Division of the Department of Public Welfare, has received nationwide fame for finding a provision in federal law that ultimately led to the Commonwealth receiving a $489 million windfall from the federal government. Ms. Betts, a part-time employee, recognized how recent changes in federal law, in conjunction with the state's creation of a funding pool designed to ease the burden on hospitals providing uncompensated care, made it possible to pursue federal matching funds. When Kathleen became a subject of media adulation, she was quick to share the credit with her co-workers. At a time when state workers are under criticism from many sides Kathleen proudly described herself as being representative of "the overwhelming majority of dedicated state workers who serve the Commonwealth."

Bringing Kathleen's idea to fruition required skill and foresight from other state employees, both inside the Department of Public Welfare and in other agencies. Principal among them was Jean Sullivan, Deputy General Counsel for Medical Assistance at the Department of Public Welfare, who conducted legal analysis in support of Kathleen's concept and played an exceptional role in ensuring the translation of her idea into reality. Jean's creativity, advocacy skills, and command of the complex interplay of state and federal laws governing Medicaid ensured that the idea would receive the attention and credibility that it deserved.

The cooperation and persistence displayed by other state agencies and employees, including the Executive Office of Health and Human Services, the Rate Setting Commission, the Department of Medical Security, and the Treasurer's Office were also key to this outstanding achievement.

Nancy Rivera-Lozano

Chief Administrative Clerk
Executive Office of Labor

"During my service to the Commonwealth, I considered myself a representative of the state. I took pride in the work I did, just as I feel pride in being a citizen of Massachusetts."

Nancy Rivera-Lozano served as the "office specialist" in the Executive Office of Labor for four years. Nancy assumed the tasks performed by several employees who departed during the downsizing of the Executive Office. She supported every function of its operations routinely and flawlessly.

In addition to her clerical duties she provided constituent services, accounting skills, and personnel and payroll support. Her vast command of labor laws, minimum-wage standards, and industrial-accident laws combined with her engaging personality made her a tremendous asset to the office in responding to telephone and walk-in inquiries from the public. On her own she recognized and solved problems before they reached top management, saving time and exercising impeccable judgement.

Calming frayed nerves of constituents, coordinating critical communication linkages, and working long hours without complaint are representative of Nancy's dedication and dependability. No matter how difficult the situation, Nancy managed to respond with grace and good humor. She is an individual who reaches out to help others.

Nancy has demonstrated great determination in learning new skills and in responding to many demands made on her, while at the same time performing administrative duties that amounted to a full-time job in their own right.

Nancy is hardworking and thorough, committed to doing her best at all times. Undoubtedly, given her past achievements, she will continue to be successful in her future endeavors.

Tseng-Wen Shen

Cataloger/Librarian
State Library of Massachusetts

"Working at the State Library gives us a unique satisfaction in our efforts to provide access to up-to-date information to the leaders and decision makers of the Commonwealth of Massachusetts. It is my very good fortune to be a member of a team of dedicated library workers."

With a 50 percent reduction in staff at the State Library of Massachusetts, Tseng-Wen Shen has become its mainstay. When Winnie came to the library, she was so eager to work there she accepted a job lower than her abilities and experience would qualify her for and she willingly took on additional responsibilities.

Her duties as a Cataloger/Librarian are highly technical and very demanding. The State Library is the official depository of all state publications, and original cataloging of these must be detailed and accurate. Winnie has maintained all of the complex cataloging, so that any piece of material is instantly available to those who depend on the system.

In addition to a large turnover in personnel and a lack of staff, the library implemented major changes in the catalog computer systems, including the installation of new software. Winnie set up the new system, trained staff members to use it, and served as a troubleshooter. Because of Winnie's determination and dedication the changeover was accomplished without outside assistance.

Winnie has shown exemplary leadership in reorganizing workflow, training employees, prioritizing cataloging functions, and in overall library management.

Her initiative, unending patience, unfailing courtesy, and determination to do anything to expand the usefulness of the library have earned Winnie everyone's respect. Her technical expertise and sincere dedication distinguish her as the consummate professional, deserving of this award.

John Spurk

Professor of History and Government
Northern Essex Community College

"Community college students represent a base of great hope for the future of the Commonwealth. I rejoice in this unique honor which indicates that the labor of the individual teacher is cherished and valued in turning that hope into personal growth and social solidarity."

As the 1991-92 school year commences, higher education in the Commonwealth will miss the talent, spirit, and leadership of Dr. John Spurk, who recently retired after 24 years at Northern Essex Community College. As Assistant Dean of the College and Chairperson of the Accreditation Committee, Dr. Spurk helped lead Northern Essex Community College into the top rank of community colleges. Throughout his illustrious career, Dr. Spurk has held many significant roles, but the essence of this dedicated man is best summarized by one word -- "teacher".

In a recent interview with the school newspaper, the *Observer*, he spoke of maintaining contact with his students, and of his delight in knowing that their success in the outside world is due at least, in part, to what they got out of his classes and from the college.

Dr. Spurk's commitment to his students is based in part on his own heritage. Early in his career he decided he belonged at Northern Essex, where so many of the students were, like himself, the first of their families to have the opportunity for a college education.

The love and respect he shares with his colleagues and students, both past and present, were clearly in evidence last spring, when Dr. Spurk received the honor of Professor Emeritus and delivered the commencement address at Northern Essex Community College's graduation ceremonies. Still and always a teacher, John used his own experience with cancer in a moving and compelling plea to students not to smoke, telling them, "you are too precious." Dr. Spurk's illness has not affected his ability to educate, to share knowledge, or to continue to earn the admiration and gratitude of those he has served for so many years. His selection for the Carballo Award is recognition by the Commonwealth of the outstanding quality of that service to its citizens.

The Governor, House of Representatives, and Senate Commend All State Employees

THE COMMONWEALTH OF MASSACHUSETTS

In the Year One Thousand Nine Hundred and Ninety-one

RESOLUTIONS HONORING STATE EMPLOYEES ON "PRIDE IN PERFORMANCE DAY"

WHEREAS, HIS EXCELLENCY, GOVERNOR WILLIAM F. WELD HAS DECLARED OCTOBER TENTH, NINETEEN HUNDRED AND NINETY-ONE AS "PRIDE IN PERFORMANCE DAY" TO THANK ALL STATE EMPLOYEES FOR THEIR CONTINUED DEDICATION AND COMMITMENT TO PUBLIC SERVICE; AND

WHEREAS, 'PRIDE IN PERFORMANCE DAY' IS A CULMINATION OF THE MASSACHUSETTS PERFORMANCE RECOGNITION PROGRAM WHICH WAS ESTABLISHED TO ENCOURAGE AND REWARD EXEMPLARY PERFORMANCE IN STATE EMPLOYEES; AND

WHEREAS, THE PERFORMANCE RECOGNITION PROGRAM HAS THE DELICATE TASK OF SELECTING TEN PERSONS ANNUALLY WHO, BY THEIR SUPERIOR PERFORMANCE, DEMONSTRATED THE HIGHEST IDEALS IN PUBLIC SERVICE; AND

WHEREAS, ON OCTOBER TENTH, AN AWARDS DINNER WILL BE HELD TO HONOR TEN RECIPIENTS OF THE MANUEL CARBALLO GOVERNOR'S AWARD FOR EXCELLENCE IN PUBLIC SERVICE AND TO RECOGNIZE THREE HUNDRED AND FIVE WINNERS OF THE COMMONWEALTH OF MASSACHUSETTS CITATION FOR OUTSTANDING PERFORMANCE; NOW THEREFORE BE IT

RESOLVED, THAT THE MASSACHUSETTS SENATE JOINS WITH HIS EXCELLENCY, GOVERNOR WILLIAM F. WELD, IN COMMENDING STATE EMPLOYEES ON "PRIDE IN PERFORMANCE DAY" FOR THEIR EXEMPLARY CHARACTER AND DEDICATION TO THE CAUSE OF PUBLIC SERVICE; AND BE IT FURTHER

RESOLVED, THAT A COPY OF THESE RESOLUTIONS BE TRANSMITTED FORTHWITH BY THE CLERK OF THE SENATE TO MICHAEL JOSEPH CONNOLLY, SECRETARY OF THE COMMONWEALTH, AND TO THE MEMBERS OF THE MASSACHUSETTS PERFORMANCE RECOGNITION PROGRAM

SENATE, ADOPTED, JULY 29, 1991.

PRESIDENT OF THE SENATE

CLERK OF THE SENATE

OFFERED BY:

WILLIAM M. BULGER
PRESIDENT OF THE SENATE

THE COMMONWEALTH OF MASS

In the Year One Thousand Nine Hundred an

RESOLUTIONS COMMENDING ALL STATE EMPLOYEES
OF 'PRIDE IN PERFORMANCE DAY'

WHEREAS, THE MASSACHUSETTS PERFORMANCE RECOGNITION PR
AND REWARD EXEMPLARY PERFORMANCE OF STATE EMPLOYEES; AND

WHEREAS, THE MASSACHUSETTS PERFORMANCE RECOGNITION
THE PAST EIGHT YEARS WITHIN ALL STATE AGENCIES AND FOCUSED A
EXCELLENCE EXISTS IN MASSACHUSETTS STATE GOVERNMENT; AND

WHEREAS, THE PERFORMANCE RECOGNITION PROGRAM ENCOURAGES TALENTED PEOPLE WITHIN THE STATE GOVERNMENT TO CONTINUE TO EXCEL AND IS A MODEL FOR OTHER STATES AND MUNICIPALITIES TO ENCOURAGE SUPERIOR PERFORMANCE BY PUBLIC EMPLOYEES; AND

WHEREAS, THE YEAR'S AWARDS DINNER ON OCTOBER TENTH WILL HONOR TEN RECIPIENTS OF THE MANUEL CARBALLO GOVERNOR'S AWARD FOR EXCELLENCE IN PUBLIC SERVICE AND THREE HUNDRED AND FIVE WINNERS OF THE COMMONWEALTH OF MASSACHUSETTS CITATION FOR OUTSTANDING PERFORMANCE; AND

WHEREAS, SPEAKER OF THE HOUSE OF REPRESENTATIVES CHARLES F. FLAHERTY WILL JOIN WITH AGENCY HEADS AND OTHER DIGNITARIES IN CALLING ATTENTION TO THESE OUTSTANDING EMPLOYEES; THEREFORE BE IT

RESOLVED, THAT THE SPEAKER ON BEHALF OF THE MEMBERS OF THE MASSACHUSETTS HOUSE OF REPRESENTATIVES HEREBY COMMENDS ALL STATE EMPLOYEES FOR THEIR DEDICATION AND COMMITMENT TO PUBLIC SERVICE ON THE OCCASION OF 'PRIDE IN PERFORMANCE DAY', OCTOBER TENTH OF THE CURRENT YEAR; AND BE IT FURTHER

RESOLVED, THAT A COPY OF THESE RESOLUTIONS BE FORWARDED BY THE CLERK OF THE HOUSE OF REPRESENTATIVES TO THE TEN RECIPIENTS OF THE MANUEL CARBALLO GOVERNOR'S AWARD FOR EXCELLENCE IN PUBLIC SERVICE AND THE THREE HUNDRED AND FIVE WINNERS OF THE COMMONWEALTH OF MASSACHUSETTS CITATION FOR OUTSTANDING PERFORMANCE.

HOUSE OF REPRESENTATIVES, JULY 29, 1991.

SPEAKER OF THE HOUSE

CLERK OF THE HOUSE

OFFERED BY:

CHARLES F. FLAHERTY
SPEAKER OF THE HOUSE

The Commonwealth of Massachusetts

By His Excellency
WILLIAM F. WELD
Governor

A PROCLAMATION
1991

WHEREAS: The Massachusetts Performance Recognition Program was established to encourage and reward exemplary performance of state employees, and

WHEREAS: The Massachusetts Performance Recognition Program has functioned successfully the past eight years within all state agencies and focused attention on the degree to which excellence exists in Massachusetts state government; and

WHEREAS: The Performance Recognition Program encourages talented people within state government to continue to excel and is a model for other states and municipalities to encourage superior performance by public employees; and

WHEREAS: This year's awards dinner on October 10, 1991, will honor ten recipients of the Manuel Carballo Governor's Award for Excellence in Public Service and the 305 winners of the Commonwealth of Massachusetts Citation for Outstanding Performance; and

WHEREAS: Governor Weld will join with agency heads and other dignitaries in calling attention to these outstanding employees;

NOW, THEREFORE, I, WILLIAM F. WELD, Governor of the Commonwealth of Massachusetts, do hereby proclaim October 10th, 1991 as

PRIDE IN PERFORMANCE DAY

and urge the citizens of the Commonwealth to take cognizance of this event and participate fittingly in its observance.

Given at the Executive Chamber in Boston, this twenty-ninth day of July, in the year one thousand nine hundred and ninety-one, and of the Independence of the United States of America, the two hundred and sixteenth.

WILLIAM F. WELD

By His Excellency the Governor

MICHAEL J. CONNOLLY
Secretary of the Commonwealth

GOD SAVE THE COMMONWEALTH OF MASSACHUSETTS

The Commonwealth Citation for Outstanding Performance 1991

This special award is presented to Executive Department employees who have demonstrated outstanding performance and have worked in state government for at least two years.

An individual or group may be nominated by a supervisor, peers, professional colleagues, or others familiar with their work. Nominations are reviewed by the agency's Selection Committee and approved by the Agency Head. The number of awards allotted to each agency is based on the total number of employees in that agency.

Each recipient receives an individually engraved marble pen set, or a plaque if a group award, a Commonwealth Citation for Outstanding Performance signed by the Governor and the Agency Head, and a Pride in Performance pin.

Administration and Finance

Office of Handicapped Affairs
Bruce Bruneau

Public Employee Retirement Administration
Carolyn Russo

Board of Library Commissioners
Data Analysis and Research Unit

Budget Bureau
Martin J. Benison

Division of Capital Planning and Operations
Automation Team
Denise Findlay
Marjorie Williams

Office of the Comptroller
Fixed Asset Project Team
Sehin Mekuria
Marguerite Trudel

Massachusetts Commission Against Discrimination
Nancy L. Barnes

Massachusetts Convention Center Authority
William Randolph

State Library of Massachusetts
Tseng-Wen Shen

Group Insurance Commission
Paul F. Murphy

Office of Management Information Systems
Chargeback Group
Dorice Egerton
PARIS Team

Department of Personnel Administration
Mohamed Alibhai
Ann Cogliano
Bonnie Cunningham

Department of Procurement and General Services
Gail Cohen
Albert Enos, Jr.
Lorraine Grosvenor

Department of Revenue
Corporate Abatement Group, Abatement Bureau
Claudia G. DePass
Susan Eng
Irwin Feigelman
Nicholas L. Metaxas
Constance M. Simon
Stella Sweeney
Transaction Processing Case Tracking Team
Westboro Wage Reporting Unit

Bureau of Special Investigations
Ernest A. Fragopulos
Francis L. Palladino
Special Unit - Medical Assistance Fraud

Bureau of State Office Buildings
Alfred E. Benson, Jr.
Gabriel Goncalves
Jane Wing

Communities and Development

Executive Office of Communities and Development
Aundrea L. Dickerson
Information Services Unit
Ronald Minervini

Consumer Affairs

Alcoholic Beverages Control Commission
Administrative and Clerical Staff

Community Antenna Television Commission
Avril Troope

Division of Energy Resources
John Manning

Energy Facilities Siting Council
Frank Pozniak

Division of Banks
Marilyn Melody
Lisa Sofis
Pearl Speiler

Division of Insurance
Mary Bresnicky
William F. Fennell
Conchita Yee

Department of Public Utilities
Angela Lester
Elaine McGrath
Neal Murphy

Board of Registration in Medicine
Debra G. Stoller

Division of Registration
Joseph R. Autilio
Carol A. Silveira

Division of Standards
Donna M. Cosco

Economic Affairs

Executive Office of Economic Affairs
Massachusetts Film Office

Department of Employment and Training
Winifred A. Brock
Central Region Veterans Services Team
Contributions Employer Reports Unit
Anna Marie Gazda
Harold Kearns, Jr.
MIS/RSB Project Team
UI Central Operations EB Implementation Team
Dennis Beckett Villaire
John P. Walsh

Education

Department of Education
Chuck Coveney
Nancy Hardcastle
Nancy Mascarenhas
Ruth McLaughlin
Maryann O'Brien
Office of Planning, Research and Evaluation

North Shore Community College
Francis J. Casey
William W. Goding
Donna Toleos

Northern Essex Community College
Edward Deschuytner
John Spurk
Paul Tomasz

University of Lowell
Monica Barron
Joseph Caulfield
Paula DeAngelis
Barbara Jean Maccaron
Helen R. Shanahan
Lucien Villandry

University of Massachusetts
Paul Cardullo
Linda M. Conover
Judith Conroy
Constance Cooney
Jane McDowell Ford
Joan Shea
Anthony Tata
Jean Vancellette
Tamara Walker

Elder Affairs

Executive Office of Elder Affairs
Patricia M. Rivard

Environmental Affairs

Executive Office of Environmental Affairs
Prudence Lange

Department of Environmental Management
Gayanne M. Clare
William J. Cote
Marion F. Donovan
Clebe W. Scott
Anne M. Stempka
Michael W. Tirrell

Department of Environmental Protection
Blackstone Project Cross-Media Inspection Team
Edward Braczyk
Fees Implementation Team
Stage II Vapor Recovery Team
Support Services Mailroom Unit
Catherine Wanat

Department of Fisheries, Wildlife and Environmental Law Enforcement
Thomas B. Hoopes
Dorothy E. Mitchell
Thomas M. Sheehan

Department of Food and Agriculture
Fruit and Vegetable Inspectors
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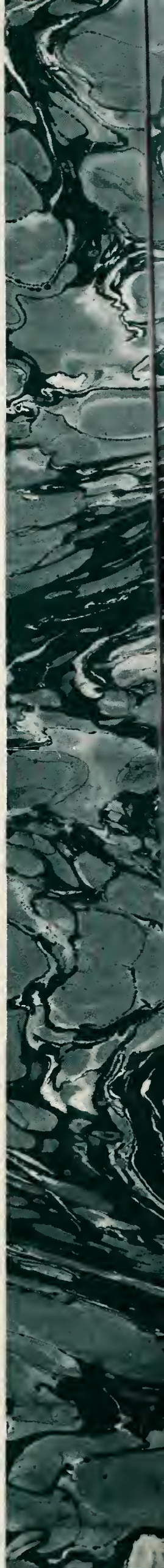
Acting Personnel Administrator

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